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DD/A Registry

77-0463

25 JAN 1977

MEMORANDUM FOR: Deputy Director for Administration

FROM : Robert W. Gambino
Director of Security

SUBJECT : [REDACTED] Part-Time Employment Policies

1. Action Requested: This memorandum requests that the [REDACTED] Escort Program, as it pertains to sons and daughters of Agency employees, be granted a limited exception to present policies regarding employment during the summer months.

2. Basic Data: [REDACTED] employees must have full security clearances including polygraph interviews. Summer Employees, because they are not polygraphed and do not have full security clearances, cannot be used in the [REDACTED] Program even to replace those whose contracts must be terminated under present summer employment policies. Thus, during the summer months when other Agency activities are receiving supplemental assistance from the Summer Employee Program, the [REDACTED] roster is actually being depleted.

[REDACTED] is a year-round employment program. Contracts require that employees work at least 16 hours per week throughout the year. Last year seven [REDACTED] applicants with parents employed by the Agency declined employment when advised that it would be necessary to terminate their contracts during the summer months. These individuals were seeking year round part-time employment which is exactly what we need in [REDACTED] but are unable to offer under present policies.

In September 1976, six [REDACTED] employees were notified by us that it would be necessary to terminate their contracts next summer because of the new summer employment policies. Of these six, three contracts must still be terminated even though two of these individuals have never worked for the Agency during the summer. Another of the six has already transferred to new employment outside the Agency.

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25X1A One is transferring to a full-time position in another Directorate, and ironically, one employee who had already worked two years in the Summer Only Program will now be able to continue in [REDACTED] because his mother resigned from the Agency in December 1976.

25X1A These losses of prospective and present [REDACTED] employees who are compensated at the rate of \$4.00 per hour usually result in Federal Protective Officer overtime at the rate of \$14.00 per hour because we have never been able to employ a sufficient number of civilian escorts in our [REDACTED] Program. Even though the resultant cost is substantial, I believe that the adverse impact on the morale of our [REDACTED] employees is even more significant and warrants your special consideration.

25X1A 3. Recommendation: It is recommended, therefore, that you approve the continued employment during the summer months of all [REDACTED] employees who are hired on a part-time basis and whose contracts provide that they must work at least 16 hours per week throughout the year.

25X1A [REDACTED]

Robert W. Gambino

APPROVED: _____

DISAPPROVED: _____

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Remarks: [REDACTED] We have had a long conversation with Jack on his policy. The result is that we will allow all current WAE's to work another summer, but we will prepare new guidelines to be effective 1 Oct 77. Thus, this paper can be filed.			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
- Ben (DD/Pers)			8 FEB 1977
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Note to DD/Sec from DD/Pers, 8 Feb 77 --

[REDACTED] We have had a long conversation with Jack on his policy. The result is that we will allow all current WAE's to work another summer, but we will prepare new guidelines to be effective 1 Oct 77. Thus, this paper can be filed.

PERS 77-418

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